

# Section 2

## Our Human Capital Management System for the 21st Century

### PRESIDENT'S MANAGEMENT AGENDA

The President envisions a government that is citizen-centered, results-oriented, and market-based. The President's Management Agenda (PMA) is a strategy for improving the management and performance of the Federal government, and making this vision a reality. The PMA includes five government-wide initiatives: competitive sourcing, improved financial performance, expanded electronic government, budget and performance integration, and the strategic management of human capital.

DOL's Human Capital Strategic Plan supports the PMA by defining and directing the strategic management of human capital at DOL. The Plan is consistent with OPM's Human Capital Assessment and Accountability Framework, which established Standards for Success for human capital management.

### HUMAN CAPITAL MANAGEMENT AT DOL

The DOL Management Review Board (MRB) unifies DOL agency responses to the PMA and the

Secretary's objectives. The MRB is the principal forum for coordination, executive oversight, and integration of agency management processes.

The Human Resources Center in the Office of the Assistant Secretary for Administration and Management (OASAM) provides leadership, coordination, guidance, and technical expertise in all areas related to management of DOL's human resources. The Human Resources Center works collaboratively with the human resource offices in the major program agencies and regional locations within DOL. This arrangement helps DOL implement its human capital initiatives, practices and policies DOL-wide while performing appropriate personnel functions in locations close to DOL employees.

### WORKFORCE PLANNING AT DOL

DOL's workforce planning is a continuous process which incorporates four steps:

- ▶ **Assessing the Current Workforce:** Assessing the current workforce and

### WORKFORCE PLANNING



analyzing what is likely to occur over time.

- ▶ **Analyzing the Future Workforce:** Identifying the future workforce (human capital) needed to carry out the mission, goals, and objectives of the Department/ Agency.
- ▶ **Identifying Gaps:** Identifying the gaps between the workforce of today and the human capital needs of tomorrow.
- ▶ **Developing Strategies to Address Gaps:** Developing and implementing strategies to address those gaps. These strategies are identified in the Human Capital Strategic Plan. ■

“Government likes to begin things—to declare grand new programs and causes. But good beginnings are not the measure of success. What matters in the end is completion. Performance. Results. Not just making promises, but making good on promises.”

President George W. Bush